

2021-22 Teacher Vacancy Survey Report Summary

The Nebraska Department of Education (NDE) conducted the 2021-22 Teacher Vacancy Survey in the fall of 2021. All public-school districts, nonpublic school systems and Educational Service Units (ESU) have been included in the collection of data. For purposes of this report, the ESU data has been combined with the public-school data (district) while the nonpublic data (system) is combined with them into the total counts. This summary shows the totals. For the separate district and system counts, see the full report.

The survey of all 438 Nebraska districts/systems (244 PK-12 public school districts, 17 ESUs, and 177 nonpublic school systems) in the state requested the following information:

- The number of districts/systems that could not find fully qualified teachers* to fill teacher positions;
- The endorsement areas of the positions that were unfilled**;
- The reasons why the applicant pool was not sufficient; and
- What the district/system did to address the unfilled positions.

The overall response rate (74%) increased considerably from 2020, likely due to the improved management of conditions stemming from the global pandemic. The response rate for districts increased to 93%. The nonpublic systems response rate increased to 45%. Based upon these response rates, the completed surveys are a fair representation of PK-12 districts and systems in the state. The endorsement areas with the largest number of unfilled positions were the following:

Endorsement Area	Unfilled**		Vacant***	Endorsement Area	Unfilled**		Vacant***
	#	%	#		#	%	#
Special Education	86.50	17.92%	8.50	School Counselor	20.00	4.14%	1.00
Language Arts	50.50	10.46%	3.00	Speech Language Pathology	20.00	4.14%	3.00
Elementary Education	47.50	9.84%	10.00	Early Childhood Education	18.00	3.73%	2.00
Science	39.89	8.26%	5.65	School Psychologist	17.50	3.63%	2.50
Career Education Areas	32.25	6.68%	4.50	School Library	13.00	2.69%	0.50
Mathematics	29.00	6.01%	7.50	Art	12.90	2.67%	0.50
World Language	25.65	5.31%	3.50	ESL/ELL+	9.50	1.97%	1.00
Music Instrumental/Vocal	20.53	4.25%	2.00	Social Studies/Social Science	9.00	1.86%	0.00

+ ESL/ELL are traditional shortage areas for federal consideration so Nebraska recognizes them as well.

Districts/Systems reported 482 positions as unfilled with fully qualified personnel, and 68 left vacant for 2021-22. Of those 482 positions, 138 positions (28%) were in districts/systems with less than 500 students.

For the purposes of this survey:

***Fully qualified teacher** is an individual who holds an Initial, Standard, or Professional, Nebraska teaching certificate with the appropriate endorsement for the assigned class, and the professional attributes sought by the school district.

****Unfilled** refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

*****Vacant** refers to a position that was not filled at all – i.e., in Special Education of the 86.5 unfilled positions, 78 have teachers and 8.5 were left vacant.

2021-2022 Teacher Vacancy Survey Report Summary Continued

There were 143 districts/systems (44% of the returned surveys) with unfilled positions at the beginning of the 2021-22 school year.

Region	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts/Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled left Vacant for Region
Central	31	21.68%	73.00	15.12%	20.50	28.08%
Metro	20	13.99%	190.40	39.44%	19.00	9.98%
Northeast	27	18.88%	69.64	14.43%	19.15	27.50%
Southeast	29	20.28%	94.40	19.56%	5.00	5.30%
West Central	25	17.48%	37.13	7.69%	3.00	8.08%
Western	11	7.69%	18.15	3.76%	1.50	8.26%
Total	143	100.00%	482.72	100.00%	68.15	14.12%

Districts/systems were allowed to identify multiple reasons for unfilled** positions. The main reasons given were divided between “No applicants” (40%) and “No fully qualified applicants based on endorsement area” (25%).

The survey offered solutions from which districts/systems could choose from when identifying how they solved the dilemma of unfilled** positions. The most reported solutions were: “Position was not filled” (16%); “Hired a person NOT appropriately endorsed in the content area” (14%); “Hired a person who holds a provisional permit” (12%); and “Hired a person who holds a transitional permit” (11%). For further information, see Tables 10a-c in the full report.

Of the 17 endorsement shortage areas, six have been designated shortage areas each year for the last 15 years: Language Arts, Mathematics, Science, Special Education, Speech Language Pathology, and World Language. In addition to these, 8 others have been designated shortage areas each of the last five years: Career Education Areas; Art; Early Childhood Education; Health and/or Physical Education; School Counselor; School Library; School Psychologist; and Music/Instrumental/Vocal.

Find the full report at <https://www.education.ne.gov/educatorprep/teacher-shortage-survey/>. Tables included in the Report Summary combine public and nonpublic system responses. The full report provides an analysis of public and nonpublic in separate tables as well.

For the purposes of this survey:

***Fully qualified teacher** is an individual who holds an Initial, Standard, or Professional, Nebraska teaching certificate with the appropriate endorsement for the assigned class, and the professional attributes sought by the school district.

****Unfilled** refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

*****Vacant** refers to a position that was not filled at all – i.e., in Special Education of the 86.5 unfilled positions, 78 have teachers and 8.5 were left vacant.